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Associate
's Award
tstanding
Internal
Communication

Intermountain Reporter

United States Department of Agriculture • Forest Service • Intermountain Region • Ogden, Utah • MAY 1991

GENERAL INTEREST

Reporter is a Winner!

Letter from the Editor:

A very special recognition was given the "Intermountain Reporter" by Associate Chief George Leonard at the May 10 Regional Office Family Meeting in Ogden.

Seventy six nominations vied for the Associate Chief's 1990 Internal Communication Award; four were chosen—and two of the awards went to Region 4.

Glenda Moore, Regional Office Planning and Budget, and her "The Book" and "Did You Know That..." received the Other Programs/Projects Employee Communications Program Award (see page 22) and the "Intermountain Reporter" award was in the Ongoing Employee Communications Program Category.

The wording on the "Reporter's" certificate says, "For outstanding effort in communicating information about the management, policies, philosophies, mission and goals of the Forest Service."

Susan McDaniel, graphics and layout, and I accepted the award on behalf of all of you who contribute to this newsletter:

For Cindy Chojnacky, who tackles the reporting of some very sensitive issues.

For Wally Shiverdecker, who is a great coach, critiquer and supporter. His foot is always planted firmly in our backs as encouragement for continual improvement.

For Bonnie Eldredge, the previous editor who retired in 1986, for setting the stage and standard of quality for the present "Intermountain Reporter." Other early editors were Virginia Benson and Helen Payne.

For articles submitted in 1990 from John Richardson (Regional Office), Sue Arnott (Regional Office), Pat Gardiner (Regional Office), Jeanny Kim (Wasatch-Cache), Pamela Chong (Ashley) Deanna Nelson (Uinta), Terri Frolli (Toiyabe), Cheri Howell (Humboldt), Richard Pine (Regional Office), Jennifer Callan (Boise), Cheryl Buchta (Salmon), Bill Noblitt (Bridger-Teton), Dave Tippits (Intermountain Station), George Olson (Regional Office), Jeanne Felmy (Project Lightning), John Newcom (Bridger-Teton), Heidi Bigler (Payette), Douglas Boyce (Dixie), Chuck Davis (Regional Office), Scott Bell (Humboldt), Jerry Davis (Humboldt), Jack Carlson (Humboldt), Mark Van Every (Dixie), Robert Leonard (Fishlake), Mark Whitney (Bridger-Teton), Kimberley Vogel (Wasatch-Cache), Sheri Johnson (Challis), Louise Kingsbury (Intermountain Station), Bill Goosman (Salmon), Mike Gryson (Bridger-Teton), Barbara Todd (Sawtooth), Frank Carroll (Boise), Pamela Cook (Wasatch-Cache), Ray Abriel (Uinta), Stan McDonald (Manti-La Sal), Janice Eberhardt (Uinta), Gary Fullmer (Challis), Bill Dye (Manti-La Sal), Clyde Lay (Fishlake), Caroline Wraith (Wasatch-Cache), Sue Wight (Ashley), Marian Boulter (Targhee), Gordon Williams and Loyal Clark (Uinta), Chuck Hoffman (Salmon), Tom Wagner (Toiyabe), and Bevan Killpack (Dixie).

That's quite a list—and every one should have a piece of the trophy that George Leonard presented the Region—but the list doesn't show the whole picture.

Many of these people submitted numerous articles in 1990 and a multitude of articles were submitted by modest people who preferred to remain anonymous. Others took the pictures seen on the pages of the "Reporter." Personnel clerks assembled the listings of personnel changes and awards. They too deserve a piece of the trophy. This is a listing of 1990 contributors only and for every year, if there were space to print their names, there would be an equal number of people who help make the "Reporter" a quality publication.

These are busy people, so what motivates them to write for the "Reporter?" I would guess it is because they are proud of the activities taking place on their units. They want to give their co-workers and unit some exposure and recognition for the good things going on. And they have found the "Reporter" is a good way to do that.

I hope all employees will take pride in this award because it belongs to you. You may not contribute material but you read it and that's important. What good is a newsletter if it has no readers? I also hope that the quality field support of the past will continue so we will always be able to say that the "Intermountain Reporter" is indeed the best newsletter in the Forest Service.

Colleen

Colleen Anderson

GENERAL INTEREST

REGIONAL FORESTER'S MESSAGE

In March, there was a Transition Meeting in Park City, Utah. Forest Supervisors, District Rangers, Directors and others met to bring me "up to speed" and get me headed in the right direction. I would like to share with you some of my reactions to what I heard and saw.

If a composite personality sketch could be drawn of employees in this Region, it would show an immense amount of talent, commitment, and respect for the mission of the agency, its employees and customers, plus a wealth of creativity.

Commitment is a very positive trait but it can also bring on individual and collective heartburn when there is a wide disparity between demands and the resources (budget and FTE's) to meet them. I sense that you are frustrated with too many priorities and the lack of integration of programs coming from the Washington Office and Regional Office. You want to redeem your responsibilities to maintain productive, sustainable resources. You want to have time to do a quality job.

Yet, despite those concerns, I heard no whining or negativism. Instead, I heard of your efforts to form partnerships and recruit volunteers to help with management goals. I heard of a lot of work being done with interest groups to solve grazing issues in the Region. I heard the strong commitment to water quality and TQM.

I heard the strong commitment to our Forest Plans. That pleased me since the Agency is often criticized for not supporting these Plans. I did not hear a lot about Plan implementation, monitoring and evaluation which are all so critical to our management success, nor are the level of outputs estimated in your Forest Plans always consistent with standards and guides. I was reminded that the Forests have a strong ally in the Region's Staff Directors who are anxious to help in implementing the Forest Plans.

No such transition meeting would be complete unless participants left with a list of the new "boss's" priorities which are:

- to provide support and leadership to Forest Plan implementation, monitoring and evaluation
- to assure that Region 4 becomes the national leader in wilderness management
- to assure that Region 4 is a leader in implementing the goals of the Work Force Diversity Report.

Beyond that, you need to know that:

- I believe in open, participative management. Not that every decision requires involvement but most should at least have input. Once decisions are made, I expect support.
- I encourage participation in professional societies. We have a lot of talent and expertise that can be shared with other professionals through this avenue.
- I believe Washington Office assignments are important, personally and for the Agency.
- We don't have the time or energy within the Agency to devote to studies of possible unit consolidations. Let's put the effort into being more efficient in planning for and conducting our work.
- I strongly support the Region's TQM effort.
- Lastly, I expect employees to understand the USDA Code of Ethics and to see to it that any questions about potential problems are answered before the action is taken, not after. I value integrity, honesty, and respect for each other, our partners, customers, licensees and permittees.

For awhile, you may wonder if Gray Reynolds is only a fictitious character since he's never in his office. That probably won't change in the near future. I feel I need the next six months to meet state and local officials, work with congressional members and get around to as many field offices as I can. It's important that I try to meet each of you. After the initial get-acquainted period is over, I'll have a much better understanding of our current management situation.

Gray

A Cup of Tea Japanese Style CHA-NO-YU*

Yuko Aoki demonstrates the Japanese tea ceremony to Regional Office and Intermountain Station employees at last year's brown bag luncheon celebrating the Asian Pacific heritage. Yuko is Lynda Aoki's mother-in-law and Lynda is a member of the Human Rights and Services Staff.

Lynda Aoki says that Cha-no-Yu, the Japanese tea ceremony, is an example of the timeless aspect of the Japanese culture. It combines the elements of poetry, architecture, tradition, symbolism, grace, manners, religion (particularly Zen), and relaxation. And Lynda should know. She is a Japanese American and the first Asian Pacific Program Manager in the Regional Office/Intermountain Station Human Rights and Services Staff.

The unique powdered green tea used in the ceremony came to Japan early in the 8th Century A.D. In the middle 1500's, the ritual and etiquette of the tea ceremony, as we now know it, was established by Tea Teacher Sen no Rikyu. There have been few significant changes in the last 400 years.

The depth of the ceremony comes from its simplicity, the detachment from the material aspects of the world and the self control involved.

The full traditional tea ceremony takes about 4 hours and consists of a light, formal meal in the Teahouse (Chashitsu) followed by the preparation of two different styles of tea.

The ceremony starts with the guests entering the Tearoom from the Teagarden, the honored guest first. They first admire the scroll and flower arrangement, then the hibachi with its hot water kettle (furokama). After being seated, a confection is brought in. The sweetness of the confection is needed for balance as the tea is quite strong. The hostess (or host) then enters bearing the tea bowl (chawan) and some of the utensils used in making the tea.

When settled, the hostess adds the talc-fine powdered tea and a quarter dipperful of hot water to the chawan, mixing it with a bamboo whisk before serving it to the first guest. After drinking the tea, the guest admires the bowl and returns it to the hostess. While the guest is doing this, the hostess is preparing another bowl of tea for the next guest.

After offering to make a second bowl of tea for the honored guest, the hostess cleans the bowl and utensils. The honored guest then asks to see the tea container and the tea scoop. After they are viewed, the hostess takes them and leaves. The guests then leave for the garden.

May is Asian Pacific Heritage Month so many of us have had delightful opportunities to learn more about this culture and some of our co-workers. Such learning heightens understanding and appreciation.

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*CHA=tea, NO=a particle, YU=hot water.

The talc-fine powdered tea and a quarter dipperful of hot water are put in the chawan (tea bowl) and mixed with a bamboo whisk. The larger object is the hibachi where the water is heated.

CENTENNIAL

THE ECONOMIC LEGACY

(This is mini-history 10 in the on-going series prepared by the Washington Office History Unit for the 1991 Centennial. The series covers the origins of the National Forest System and its evolution.)

When the forestry profession emerged in the United States in the first decades of the 20th century, it was based on European techniques developed to deal with the depletion of old-growth timber. That history prompted warnings from advocates of scientific forestry in this country. They said that destructive timber practices—including the absence of sustained-yield management—would lead to a timber famine. The advocates "cause" was to ward off the inevitable famine by intensifying forest productivity; that is to expand the supply by removing decadent stands and reforesting areas to meet the predicted future demand. The resulting increased supply of timber was to be managed through scientific conservation, or wise-use.

The demise of the timber industry in the Great Lakes over a few decades in the late 19th century, a period when the lumber industry was a major contributor to the national economy, gave credence to the foresters' fear of a timber famine. Although there was never a true scarcity of timber, the potential became the legacy of timber management in the Forest Service. According to historian David Clary (1986), this is why the Forest Service has difficulty adjusting to pressures for a reduced timber program.

To prevent a future timber famine and encourage private timber holders to practice sound forestry, the economics of sustained-yield management was stressed by pioneer foresters Bernhard Fernow, Gifford Pinchot, and Carl Schenck. Schenck was hired in 1895 to manage the Biltmore estate forest. Bernhard Fernow, however, felt that the private sector lacked the incentive to practice scientific forestry and argues for government control in his "Economics of Forestry" (1902). Fernow and Pinchot saw the creation of federal forest reserves in 1891 as only a first step in forest conservation. Initially, they were restricted to promoting scientific forestry to the private sector but, after the federal forest reserves were created, Fernow and Pinchot could begin to demonstrate to private industry the economic merits of sustained-yield forestry, especially after passage of the critical 1897 Organic Act which defined the purpose of the reserves and established their management.

Although several claimed authorship, in its final form the 1897 Organic Act reflects Fernow's language. In his 1891 Annual Report to the Secretary of Agriculture, Fernow recommended that the reserves be managed "for preservation of waterflow and continuous timber supply" with scenery and wildlife secondary concerns. Department of Agriculture foresters now had the authority to practice government forestry. The 1905 policy of the Forest Service, however, reflects Gifford Pinchot, Fernow's replacement. For example, Fernow was trained in the forests of Germany and wasn't concerned about fire and grazing. Pinchot was more aware of the North American forest situation which needed agency involvement in both. This and other professional and personal differences led to an estrangement between the two foresters. Yet they remained united on the importance of forestry showing a profit, the only incentive that would motivate the private sector to practice sound forestry.

Contrary to the cartoon image of rapacious timber barons fighting the creation of federal forest reserves, sectors of the industry actually supported reserves because they "could limit new competition and stabilize the market" (Robbins 1982:24). In fact, pressure by industry not to flood the market was one reason timber sales from National Forests generated little early revenue (thwarting Pinchot's dream of demonstrating that forestry paid). Contrary to earlier Forest Service predictions, private timber supplies were such that at the beginning of World War II less than 2 percent of the Nation's lumber came from Agency timber sales. The rapid population and housing boom in the next decades did contribute to a decline in private timber in the Pacific Northwest, which escalated government timber sales. Still, the predicted national wood famine never happened. What did happen was that certain ages and types of wood became scarce, leading to the debate over the future of old-growth on National Forests. In recent decades, the Agency has fulfilled its historic mission of being a supplier of wood. But, in an era when private industry practices sound forestry, the mission of the agency is debated: Do we want the managed forests of Europe or the North American wilderness of nature of only 200 years ago?

Cited Sources:

Clary, David A. 1986. Timber and the Forest Service. U. Of Kansas Press.

Robbins, William G. 1982. Lumberjacks and Legislators. Texas A & M University Press.

Equates to $150,000

Some energetic people joined the Mountain View Ranger District of the Wasatch-Cache National Forest in revitalizing the heavily used China Meadows Trailhead and Campground that lie at the doorstep of the High Uintas Wilderness. Wornout facilities were rebuilt and made larger.

On September 14, 1990, the District and most of the participants got together to celebrate the dedication of the new facilities. Presenting plaques of appreciation were Becky Costantino, area representative for Wyoming Congressman Craig Thomas; Uinta County Commissioner Casey Davis; Susan Giannettino, Forest Supervisor of the Wasatch-Cache; and Mountain View District Ranger Wayne Anderson.

Susan said that "To make a great dream come true, you must first have a great dream." Rick Schuler did. He submitted the project through normal Forest Service funding channels but, you guessed it, there were other more pressing needs. Undaunted, Rick talked to a number of local businessmen and companies and found strong interest and support. He got others to share his dream and his belief that the project was too important to let the lack of federal funding put it on the "back burner." The efforts that followed the dream resulted in an outstanding recreational facility for Wilderness and backcountry visitors. District Ranger Wayne Anderson told the group, "The value of this facility is hard to realize—you gave the American public about $150,000."

Brenda Hansen
Wasatch-Cache National Forest

PARTNERSHIP CONTRIBUTIONS

Ayres and Baker Pole and Post Company — corral and hitching post materials

Bates Lumber Company—provided plans for tables and benches

Bridger Valley Gravel—hauled gravel

Condos Construction—provided cats, rippers and graders

D&B Service Incorporated—hauled water to the campground to control dust on the road

GT Nix Construction—hauled gravel

Michaelis Trucking Incorporated—transported a backhoe

Scott Machinery Company—donated a backhoe

Moose's Welding and Construction Company—donated welding and metal work

Steve Lopez—hauled gravel

Three Mile Construction—painted tables and layed out the construction of the new corrals

Benedicts Thriftway—provided an excellent barbecue dinner to celebrate the completion of the project

Hikers and equestrian users are pleased with the improvements at China Meadows recreation area.

After the Party's Over

Wood Gulch Mine

The Homestake Mining Company, which has been operating the Wood Gulch Mine near Mountain City, Nevada, since 1989, has completed mining operations and begun reclamation work. Homestake is one of the top six gold-producing companies in North America and is a United States company. The Wood Gulch Mine is one of its smallest operations.

According to Don Rolfe, mine manager, "We will complete the reclamation in three phases. The first phase is to reclaim the waste dump, coarse ore stockpile/crushing site and the open pit. Next, we will neutralize the heap leach pad, move all equipment and buildings off the site, and reclaim the leach pad and plant facilities. During the third phase in 1992, we will do touchup reclamation at the mine site and reclaim the mine access road."

"About 40 acres at the mine and 14 acres for the access road have been disturbed by our mining and exploration efforts. We will do our best to see that all this acreage is reclaimed. Through cooperation with the Forest Service, we have developed three different seed mixes and applied several fertilizer applications and ground treatments to insure good survival of the seeded plants. We are also planting some trees and shrubs to help the site achieve a more natural appearance."

Homestake Mining Company extracted about 35,000 ounces of gold and 67,500 ounces of silver from the Wood Gulch Mine during the 2 years the mine operated. At peak production, the mine employed 27 people, 7 were from out of state but the rest were hired locally.

Ron Gardner of the Mountain City Ranger District says, "Homestake Mining has been doing a lot of recontouring work to prepare for seeding and fertilizing. They are doing a good job and doing it right. In 10 years most of the evidence of this mining operation will not be visible except to the discerning eye."

"Since coming to Mountain City, Homestake has participated in many community service projects. For example, Homestake donated funds for a satellite dish system for the Owyhee Schools, materials to fence the Mountain City landfill and paint for the Mountain City Community Center. They also provided diesel fuel and equipment to build a trailhead at Camp Draw, labor and waste rock to reclaim an old mill site and all the equipment and labor to reclaim an old gravel pit outside Mountain City. Homestake will be missed."

Neutralizing Cyanide

After a 20-year incubation period, biotechnology is now poised to explode into the mining industry. The biooxidation of refractory ores, bioleaching, biosorption of metals and biological wastewater treatment for processing effluents are a technical reality awaiting implementation by the mining industry.

The Homestake Mine in Lead, South Dakota, has successfully operated a biological wastewater treatment plant since 1984. This plant treats and discharges up to 21,000 cubic meters of water per day. The water is discharged into a cold-water trout fishery and constitutes up to 60 percent of the total flow there. The treatment is based on the biodegradation of cyanides and biosorption of toxic heavy metals. The treated water consistently meets strict environmental permit limits at exceptionally low operating costs.

Jim Whitlock, Chief Analytical and Assay Chemist for Homestake Mining Company, is presently testing leach pad material from the Wood Gulch Mine for possible biological treatment. According to Whitlock, "We are looking at two biological methods for treating this site—one is to seed the leach pad with cyanide-eating bacteria and the other is to flush the cyanide out of the leach pad with water and then treat the water with cyanide-eating bacteria."

"These methods are still very experimental. We are a long way from announcing that we can accomplish cyanide removal by biological treatment at the Wood Gulch site, but we are researching it. If we run into time or physical constraints, environmentally safe chemical alternatives are available to neutralize cyanide in the leach pad. We intend to apply to the State of Nevada for permits for both the chemical and biological options. We're hoping the biological option will prove the most feasible."

Green Springs Mine

In 1986, U.S. Minerals Exploration Company (USMX) began exploration in the Cathedral and Lampson Canyon areas about 36 air miles west of Ely. Significant ore grade deposits of gold were discovered.

According to Jeff Jones, Geologist with the Humboldt National Forest, "The proposal for the Green Springs Mine and later project operations were jointly managed by the Forest Service and Bureau of Land Management. Most of the ore bodies were on National Forest land. The projected estimates for ore reserves were originally 360,000 tons of ore per year for 3 to 5 years."

Dozers recontour waste rock at Wood Gulch Mine.

USMX began production in May 1988 and continued mining until May 1990. Ore from the project produced 14,000 to 18,000 ounces of gold per year with minor amounts of silver produced as well. A total of 111 acres was disturbed during the mining operation. Reclamation began as soon as the last of the ore was extracted.

First, the bottom and benches of the pit were ripped to assist with the collection of windblown soils and encourage natural regeneration. The pits are the only sites that will not be fully reclaimed.

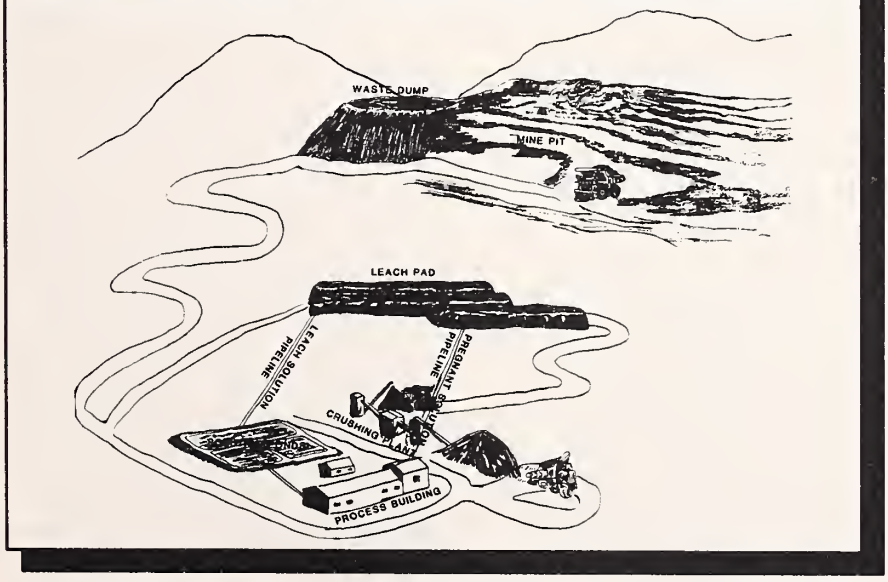
Currently, the company is recontouring haul roads, spreading stockpiled topsoil, and revegetating waste rock dumps. Seed mixes of grasses, forbs and shrubs were determined through site analysis and soil and vegetation surveys. Soils will be tested and site specific fertilizers will be applied. Mulching will occur where moisture retention or wind erosion inhibit seed germination.

The leach pad will be the last site reclaimed. The process will involve rinsing the pad first with fresh water, then with a hydrogen peroxide solution and again with fresh water until the cyanide in the pad is neutralized.

Green Springs Mine is one of the first heap leach projects in Nevada to be reclaimed. Unlike mines of the past, visual signs of the Green Springs Mine will be almost nonexistent 10 years from now. Projects like this will serve as an example for future reclamation projects in the State.

The leach pads and plant facilities at the Green Springs Mine await reclamation. These are the last sites to be reclaimed in any mining operation.

SIMPLIFIED DIAGRAM OF A NEVADA GOLD MINING OPERATION



SIMPLIFIED LIFE CYCLE OF A NEVADA GOLD/SILVER MINE

STEP ONE—Gold and silver deposits are located through exploration.

STEP TWO—The mining operation is planned and developed around several objectives: (1) to insure the best access to the ore with the least impact to the environment and (2) to provide the highest degree of safety for people who will work at the site.

STEP THREE—Waste rock is removed from the mine pit to access the ore. The waste rock is taken to a waste dump.

STEP FOUR—Ore is removed from the mine pit and taken to the crushing plant.

STEP FIVE—At the crushing plant, the ore is crushed to fine rock and moved to the leach pad.

STEP SIX—A solution containing sodium cyanide and caustic soda is sprayed on the ore at the leach pad. This solution percolates down through the ore, dissolving the silver and gold. Now called the "pregnant solution," it is collected in a membrane-lined pond and moved by pipeline to the processing building.

STEP SEVEN—At the processing building, the pregnant solution is treated to extract the gold and silver. The extracted minerals are then smelted into ore bullion and the ore is shipped to a refinery for further purification.

STEP EIGHT—The barren solution (the solution left over after the gold and silver are processed out) is collected in a pond. At the pond, it is recharged with cyanide and caustic soda and piped back to be sprayed on the leach pad.

STEP NINE—After the ore supply has ceased, reclamation work begins. The first areas to be shut down and reclaimed are the waste dump and mine pit. Next the crushing plant is removed and that area is reclaimed. Lastly, the leach pads are neutralized and reclaimed along with the processing plant and pond area.

The forgoing mining information came from Cheri Howell, Humboldt National Forest

Reaching Out

When "Little Mikie" Malis, 6-year-old son of Mike Malis, Electronic Technician for the Lincoln National Forest, came down with a rare liver disease, he was given just 6 months to live without a transplant.

But, hot news flashes about this critically ill child and an operation costing the Malis family over $200,000 that they did not have touched the hearts of Forest Service employees nationwide. Employees who did not even know "Little Mikie" banded together in extensive fundraising drives, making possible an operation that saved this child's life.

At the Flaming Gorge National Recreation Area, under the direction of Ranger Steve Sams, caring employees raised over $3,000 in donations by raffling off guided boat trips, river trips, backcountry horse trips and even a homemade quilt. Cash donations added to the total. Employees who go the extra yard to help someone are really special and Certificates of Appreciation were presented to them by Ashley National Forest Supervisor Duane Tucker.

Mikie Malis at his "welcome home" party in March 1990.

"We've witnessed a miracle," say Mikie's parents of Ruidosa, New Mexico, as they've watched a remarkable recovery since last fall's transplant operation.

Mikie is getting back to his old self. He likes to play football, drive his toy cars and watch television. His favorite programs are Donald Duck, the Adam West Batman series, and Wheel of Fortune. Mikie has blond hair, is a little bashful, and shuffles his feet when stuck for an answer . . . a real boy . . . alive today because of caring people in the Forest Service.

TQM at WORK

"We had no appeals," Dan Dallas said with pride as he announced that the Winters Creek Environmental Assessment had been approved. Dan is the Environmental Coordinator at Mountain City, Nevada.

This proposed mining development was enmeshed in controversy and conflict, with many potential appellants, "but we actively sought out those who had expressed concerns during the scoping process and invited them to participate in the ID team meetings," Dan said. "That was a great diffuser."

District Ranger Jack Carlson said, "This is the best job we have done in dealing with a mine development proposal. Through the environmental assessment, we have required the most stringent environmental safeguards, mitigation measures and monitoring requirements of any mine in Nevada."

Dan cited another plus. "This is the first project where we tried our GIS-supported Cumulative Effects Analysis and it was a tremendous tool. We couldn't have completed this project without the help of a lot of people, especially Bonnie Whalen."

This project is an excellent example of TQM at work. The external customers were identified. They proved to be the Sierra Club, Nevada Department of Wildlife, mining representatives, grazing permittees and interested individuals. The District and their customers discussed needs and expectations.

A lot of time was spent working with these people, listening to them and discussing issues and concerns and how the District would deal with them. The District followed up with these customers on a regular and continuing basis, especially when the ID Team made its recommendation for a preferred alternative. It took more time and work up front, but it certainly saved time in the long run by avoiding time-consuming appeals. One customer—the Nevada Department of Wildlife—said this is the best environmental assessment they have seen!

BEING OF SOUND MIND AND BODY

A few of the Boise Challengers are: (left to right) Sandy Tripp, Don Schnee, Lisa Vernon, John Steger, Truman Puchbauer and Cathy Anderson.

Forests across the Region offer Wellness Programs to help employees have sound minds and bodies, if that is their desire.

The Boise National Forest has had a Wellness Program for 4 years and initially had tremendous response. People were enthusiastic. They were screened to find out what physical shape they were in and many established some kind of personal fitness program. But then interest began to wane and the Forest had to come up with something to revitalize the interest.

Enter the 360 Challenge, a new twist to the Wellness Program. The objectives were similar to the existing Wellness Program: to develop a strong, vibrant workforce and increase the level of physical fitness and health. The 360 Challenge began last October and ended in December. That made 12 weeks of physical conditioning with each employee choosing his or her pace. Points were awarded for a variety of aerobic activities including walking, bicycling, running, racquetball, and aerobic dance.

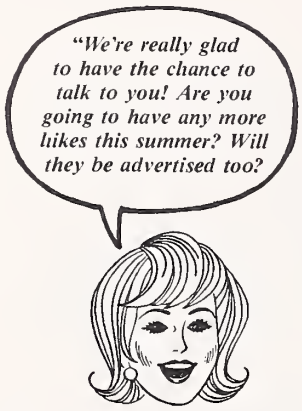
The target was for employees to earn 30 points each week, giving them 360 points at the end of the 12 weeks. Quite a challenge—but 97 Boise Forest employees participated! Forty seven met the challenge and received Challenge T-shirts. The Fitness for Fun trophy went to the Mountain Home District which had the largest average score. Top winners for the female division were: Mary Ritz, Mary Goode and Gail Lynch. Leaders for the men were: Jesse Green, Paul Bryant and Truman Puchbauer.

Employees have different reasons for joining the Wellness Programs. Truman Puchbauer had three main objectives in taking part in the 360 Challenge: to push his physical fitness to a higher level, be consistent with his fitness conditioning, and lose 15 pounds. He lost several pounds, trimmed a few inches, and runs every morning now before work. He says he feels much healthier and plans to continue running 5 days a week.

The 360 Challenge has been a very successful Wellness Program motivator. "It's been so successful," says Cathy Anderson, Wellness Coordinator for the Boise, "that this year we're looking at a '720 Challenge' to be completed in 24 weeks."

Lynette Davis Berriochoa
Boise National Forest

Jack and Jill Went Up the Hill



These were some of the greetings as Carson Ranger District employees showed up for the first time to take the public on a hike. Hikes for the public was a new venture for the District. Of those that were planned, three were to be co-sponsored with the Nevada State Parks.

The first hike was on Toiyabe National Forest land near Tahoe Meadows, overlooking the summer wildflowers and beautiful Lake Tahoe. District employees found it to be a great way to share the Forest environment with a group of customers.

Two of the hikes were on the Mt. Rose Trail leading into the new Mt. Rose Wilderness. The hike took in panoramic views of the Sierra Nevada Range to the west, the Pine Nut Range on the south and several mountain lakes dispersed throughout the region. These were day hikes and 32 people enjoyed the scenery, learned some history and perhaps mastered some wildflower names.

The moon showed how ineffectual planning can be. The October hike had been strategically planned to take place under a full moon in King's Canyon, just west of Carson City but the moon didn't even show its face until the end of the hike. On this chilly evening, 36 people hiked 10 miles along the old road from Lake Tahoe to Carson City, guided only by their flashlights. Everyone said they had a great time.

Employees of the Carson District enjoyed being with the hikers and sharing their knowledge about Toiyabe National Forest lands and their resources. But, how did the hikers feel? Well, they're asking if hikes can't be planned to other areas on the Toiyabe that they would like to investigate. They are asking questions about lands the District administers. The District is being encouraged to do more hikes with Nevada State Parks.

This was the District's first attempt at interpretation, at least to this degree. Employees were so encouraged by the positive response, they plan to meet this customer need by conducting more nature hikes. Who said work can't be fun?

Shirley Pollock
Carson Ranger District

Sharing ideas and thoughts on a trail near Spooner Summit on the Toiyabe National Forest.

MATCHLESS PUBLICITY

Recently, Jim Cook of the Wasatch-Cache National Forest convinced Reagan Outdoor Advertising Company to use the 1991 highway billboard material produced by the Ad Council, material that is available free as public service messages. Reagan agreed to order 20 sets of billboard signs which will be posted between Ogden and St. George, Utah, beginning the end of May. Byway travelers will be reminded of Smokey's fire prevention message in a most impressive way.

Editorial Policy—

Intermountain Reporter

The following editorial policy reflects the Regional Forester's desire to produce a quality Regional newsletter that enhances internal communications and helps make the Intermountain Region a good place to work.

1. Articles in the Intermountain Reporter will feature people.
2. Each issue will attempt to contain something about each National Forest within the Region.
3. The Regional Forester's message will express his current feelings regarding situations within the Region.
4. The content of the Reporter will be consistent with Forest Service policy.
5. All submissions must be delivered to the Editor by the 10th of the month prior to the desired publication date.
6. Articles should be sent to the Editor on DG (Editor:R04A). Photos to accompany text may be sent to the Editor separately.
7. Articles should not exceed 800 words in length.
8. Photos should be black and white.
9. All articles are subject to editing.
10. Not all articles that are submitted will be printed.
11. The Editor has final say over content.

Intermountain Reporter

Published for Forest Service employees and retirees by the Public Affairs Office, Intermountain Region, Forest Service, U.S. Department of Agriculture—Federal Office Bldg., 324 25th Street, Ogden, Utah 84401.

Colleen Anderson, Editor
Susan McDaniel, Design and Layout

SMOKEJUMPER BASE SEES CHANGES

The smokejumper base in McCall will have a new look this summer with the addition of the turbine-powered DC-3 and the completion of the initial phase of the new training units.

The DC-3 conversion from a piston to a turbine engine was completed in early April by Basler Turbo Conversions, Inc. in Oshkosh, Wisconsin. Smokejumper pilots Stan McGrew, Dave Russell and Marc Anderson flew the converted DC-3 from Oshkosh to Ogden, where final preparations for smokejumper service were completed so it could be put to work in McCall in mid-May. This conversion will provide increased reliability as well as increasing speed and payload. A preliminary estimate is that the converted DC-3 will be able to carry 20 fully equipped smokejumpers (a parachuting Category I crew) for special requests. The Twin Otter and Beech 99 will complement the DC-3 in McCall this summer.

The first phase of the new training units includes a Ft. Benning-type jump tower and a parachute landing simulator. The Benning tower is used to train jumpers in the proper procedures for aircraft exit, aircraft emergencies and parachute malfunctions. The simulator allows repeated practice in mastering the parachute landing roll. These will be valuable training aids for both veteran and rookie smokejumpers and should have been completed in May.

The handful of jumpers who worked in McCall this past winter have been busy manufacturing and repairing equipment. By mid-April, there were 20 jumpers back to work and the full complement of 70 will be on hand by June 17.

For information on ordering smokejumpers or para-cargo, consult the Region 4 Mobilization Guide or feel free to call Dan Felt on (208) 634-1348 with any questions you may have about the program.

A jumper practices exit procedures at the old training tower.

BEFORE

Can you see the differences? (If you need help, check the box at the bottom of the page.)

The picture on the top shows the 56-year-old DC-3 before its recent transformation in Oshkosh. The one on the bottom shows the DC-3 after it got its new lease on life. It has now been flown to McCall for smokejumper duty.

AFTER

Tangible differences are: modified wings, bigger fuselage, turbine engines. Intangible differences are: increased reliability, increased speed, increased payload.

SPECIAL INTEREST

1941 FSWA Officers: (left to right) Elnora Anderson, Vice President; Myrna Thomas, Secretary-Treasurer; and Kathryn Melvin, President. At that time, Elnora was Secretary to Regional Forester C.N. Woods; Myrna was a Clerk in the Operations staff; and Kathryn was the Auditor in Fiscal Control.

1991 FSWA Officers: (left to right) Laurie Spease, Vice President; Lynda Aoki, President; and Karen Duncan, Secretary-Treasurer.

Well Conceived, *Still Well Received*

The Forest Service Womens Association (FSWA) in Ogden is celebrating its 50th Anniversary. The Association was started on October 20, 1941, "to improve . . . jobs and give better service; to sponsor a national defense project or projects, and/or worthy community project or projects, or both; and . . . have any social affairs deemed desirable by the members of the Association to foster closer, friendly relations among the women employed by the Forest Service."

FSWA is still operating along those lines. One difference is that membership is now open to men.

Everyone is invited to a grand 50th Year Celebration on October 22 at the Ogden Country Club. Watch later editions of the "Intermountain Reporter" for more information on this event.

Another Anniversary project is the new cookbook FSWA will print this fall. FSWA is asking retirees, Pine Tree members, and Forest employees to contribute their best recipes. For more information on format and where to send the recipes, contact Sue Green, (801) 625-5195, Pat Gardiner, 625-5210, and Lynda Aoki, 625-5896, in the Regional Office. A flyer is also enclosed.

Putting Out the Fire

After working on the Lake Mountain Fire on the Salmon National Forest in 1985, Dave Kaufman's innovative mind began to search for something better than a four-wheel-drive truck to get water on a fire. It took him 2 years filled with hours of phone calls to research, design and build his 1,000-gallon off-road pumper.

His creation is a modified F M C fast-track skidder that can carry water anywhere a D-6 dozer can. With a blade on the front of the skidder, Kaufman can dig fireline and spray the area all in one pass. P. J. Smith, Lead Fire Crewman for the Bureau of Land Management, says that in his 23 years of firefighting across the West, he has never seen anything quite like Kaufman's machine. "We get two pieces of equipment in one," he said.

"It's a neat piece of machinery," said Butch Taylor, Fire Management Officer for the Cobalt Ranger District, Salmon National Forest. Butch adds that the Forest Service will definitely use Kaufman's pumper on fires if the need arises.

Kaufman got a chance to initiate his pumper doing mop-up on the Kriley Gulch Fire last summer. He said the firefighters really liked it. Instead of treking down the hill to refill their bladder bags (5-gallon water bags used to put out hot spots), the crews could replenish them with water from the pumper. Being closer to the burning area, Kaufman can also spray a lot of water and put the fire out sooner.

Kaufman, whose "better mousetrap" cost him around $35,000 to build, is waiting for a fire call. Although he is working building roads, Kaufman says he has an understanding with his employer that if called, he will take his pumper and travel. The pumper, which has to be hauled to fires on a lowboy trailer, can be filled with water and ready to go in 45 minutes.

Eventually, Kaufman says he will probably outfit the machine to spray foam; but, for now, he is waiting to see what kind of foam the Forest Service and Bureau of Land Management are going to use. With costs running as high as $4,500 to convert to foam, he wants to make sure he gets the right equipment.

IN CONJUNCTION WITH THE CENTENNIAL BARBECUE AND BARN DANCE, THERE WILL BE A GOLF TOURNAMENT AT THE BARN GOLF COURSE IN PLEASANT VIEW, UTAH, JUNE 15TH AT 11:30 A.M. CONTACT JACK GRISWOLD AT (801) 625-5524 OR FTS 586-5524 FOR MORE INFORMATION.

SPECIAL INTEREST

Disabled Have Civil Rights, Too

Most people are largely in the dark regarding disability and the issues surrounding it. This is my attempt to shine some light. If you recognize yourself in any of these examples, please don't feel guilty. Tell yourself, "My heart was in the right place. I just didn't know."

Let's start with language. The word "crippled" is a gut-level, emotional word like "nigger." It makes me feel subhuman, subpar, an object of pity and charity. But it is not as bad as "handicapped," a word coined when the disabled made a living by putting out their caps to beg.

The Disability Civil Rights Movement has chosen "disabled" as the word that feels best. "Physically challenged" is a cutesy expression; it sounds to me like someone is trying to deny my disability. Also, it makes it sound like barriers are good because they're so challenging.

There is other language to be avoided. I am not "confined to a wheelchair;" I am enabled by the wheelchair. Without it I would really be confined. And I am not a "victim" of Multiple Sclerosis; I "have" Multiple Sclerosis. This kind of language reinforces the notion that we are helpless and objects of pity.

Helping

As we leave institutions and live more and more independently, we run into able-bodied people who want to help us. Many of you may have had the experience of trying to help someone in a wheelchair and being told firmly that no help was needed.

Why are disabled people so sensitive? Often people say to me, "I'm sure you're used to doing it yourself, but as long as I'm here . . . ." How often do people grab things out of your hands and try to do things for you, even when you don't need help? Maybe not often now, but didn't it happen often when you were a child? Parents would see you doing something and feel that they could do it faster or better; and, much to your frustration, they took it away from you and did it.

You may not have been very articulate, but you wanted your accomplishments validated and to be in charge of your own world. Wanting to be in charge didn't change as you grew up. You just may not have had to fight too hard to get it—unless you are disabled.

Perhaps the worst offenders are people who have been temporarily disabled. They say, "I was in a wheelchair for 6 months once, so I know just how you feel." But they think about it very differently. They are looking forward to the day when it will all be over. They think of themselves as broken and needing to be fixed. They want all the help and sympathy they can get. But, when the disability is permanent, the decision is, "I had better learn to do this myself." Disabled people have to struggle not to accept a picture of themselves as "not whole."

Every one has different needs and sometimes a person does need help. When in doubt, ask. If I don't need help, please accept that. When you ask me if I'm sure, I know that it's you who are not sure. If I do need help, ask me what I need you to do. Most of you are pretty good about this. But, if you try to help someone who doesn't want it, who is the help for? Every person has a need to be treated with dignity and respect. No one enjoys being an object of pity.

Bravery

There is another area that everyone who is disabled understands, but able-bodied people have a very hard time with it. We don't like people looking at our lives and saying that we are "very brave." They mean it as a compliment, but it makes me feel separate.

Often the remark comes after seeing something very unremarkable like my going to church every week, or buying my own groceries or living alone.

When you think it's wonderful that I do these things, you are telling me that your standards are much lower for me than for able-bodied people.

It's normal for the newly disabled to go through a period of depression and doubt and to even consider suicide. The vast majority of us go on to live, to learn new ways to do things and to lead full lives. We get married, we have sex, we hold down jobs, we go to sporting events and everything else. There is a growing movement now of having pride in who we are and what we have to offer.

We aren't striving to be just like you but we do want your respect.

Author Lake Nofer of Woodland Hills, California, is an advocate for the handicapped. The article was presented as part of the Idaho Falls School District's observance of Civil Rights Day and was submitted by Idaho Parents Unlimited. The article originally appeared in the Woodland Hills Community Church bulletin, "Point of View."

DEALING WITH THE DISABLED

Here are some guidelines from "Business and Social Etiquette with Disabled People," by Dr. Chada Maloff and Susan Macduff Wood.

✓**SHOULD YOU** offer to help? Yes, it can always be declined.

✓**HOW DO YOU** talk to those in wheelchairs? Sit, don't stand. And face them straight on, so they don't get a neck kink trying to look at you.

✓**HOW DO YOU** help people with canes? Never take their arm. Just walk by their side and extend your arm for support.

✓**SHOULD YOU** invite disabled people to events in which they can't participate? Yes. Even if they can't play tennis, they can watch, keep score and cheer their friends on.

✓**HOW DO YOU** talk to hearing-impaired people on the phone? Let the phone ring longer than usual. Turn off distracting appliances on your end—dishwasher, vacuum, television, etc. Pause after each sentence to make certain they stay with you.

✓**HOW DO** we fail vision-impaired people? By starting to give them help and then abandoning them. Calling a cab is good but make certain the cab comes and they get into it.

✓**CAN YOU** use words like "see" and "hear" even if they can't do these things? Yes. They'll accept them.

(Source: "Modern Maturity," 3200 E. Carson St., Lakewood, CA 90712.)

BACK ON THE JOB AND LIKING IT FINE

After a 26-year vacation, Paul McCain is delighted to be back at work.

For the first time in all those years, I've got all my bills paid," said the 66-year-old Hailey man at his new workplace, the Sawtooth National Recreation Area's headquarters north of Ketchum, Idaho.

Paul McCain.

Disabled since 1966, McCain is a former roofer from Texas who broke his hip in a construction accident. Unable to work his former trade, and unable to find an employer willing to train him in a new one, he survived on meager disability payments for a quarter century. Then, 10 months ago, he found a job with the Sawtooth NRA.

"Nobody would hire me," he complained. "Not until the government did. They were the only ones who would help me out."

McCain is employed by the Sawtooth NRA through a special senior citizens employment program sponsored by the U.S. Department of Labor. Three days a week he serves as switchboard operator, answering and directing calls for the NRA.

"We're glad to have him," said Rose Smith, McCain's supervisor. . . .

When McCain called to inquire about the job, he explained that he was unable to walk without a crutch and asked, "Do you hire the disabled?"

"Certainly," said Rose Smith, "For this job, I don't need your legs. I need you to answer our phones."

The Senior Employment Program has strict requirements. Employees must be 55 years or older and meet low-income requirements. In affluent Blaine County, finding qualified applicants is difficult. Smith said, "Most have too much income, or are unwilling to commute to the NRA office."

"I love it; it's a beautiful drive," said McCain, who usually commutes from Hailey at 6:30 a.m. to beat the morning rush hour and returns at 3:30 p.m. in the afternoon. He has the coffee on by the time most of the NRA staff arrives to start their workday.

McCain's enthusiasm is infectious. He jokes and banters with his workmates. When he answers the phone, there's an eager pleasantness to his voice. He's ready to help.

The Senior Employment Program seems to be tailor made for McCain. The wages are minimal (starting at $3.80 an hour and going up to $4.25 an hour), but they help provide spending money without endangering his Social Security benefits or low-income housing.

"I love working out here," said McCain. "These are good people to work for."

(This article was written by Michael Hofferber and was printed in the Wood River Journal on March 13, 1991.)

SPECIAL INTEREST

A "Store" of Timber

CALLER: *Could you please tell me what a store of timber is?*

RECEPTIONIST: *Hum! That is a good question. I have never heard of a "store" before. That is "store" like "for shopping?"*

CALLER: *Yes, like a place to shop—"store."*

RECEPTIONIST: *How is the word being used? Are you reading something?*

CALLER: *The fellow I talked to said, "There are about 4 or 5 stores in an acre."*

RECEPTIONIST: *(Two other telephone lines begin ringing.) That is interesting. Let me have you talk to our Timber Specialist. I'll bet he can help you. I will also find out so I will have the answer the next time someone asks that question. (Call is transferred.)*

(5 MINUTES LATER)

CALLER: *(Identifies himself.) Can you give me the last name of the fellow you transferred me to? He was very helpful, but didn't know what a "store" was.*

RECEPTIONIST: *Well, you have come up with a new word. Let me take your name and telephone number and I will find out for you and call you back. Now let me get it straight. That was "store," right?*

CALLER: *Yep!*

RECEPTIONIST: *Could I ask who used it? What were you talking about when it was used?*

CALLER: *I was at "The Woodsman" and the fellow there used it. (Conversation goes on for a few more minutes.)*

RECEPTIONIST: *(Calls "The Woodsman," which sells woodburning stoves.)*

WOODSMAN: *(Answers phone.)*

RECEPTIONIST: *I have a strange question for you. (Tells him the story the caller had told.)*

WOODSMAN: *(Starts to laugh.) Let me tell you how this came about. The fellow came into the store and asked how much wood he could get from an acre? I told him it depended on how thick the stand of timber was. He told me "it wasn't too thick." I asked him to tell me approximately how many trees would fit in this store." He told me, so I told him, "There would be about 4 or 5 stores in an acre."*

RECEPTIONIST: *(Calls the caller back and explains the story to him. There is dead silence on the line, then he starts to laugh. He thanks me and apologizes for taking so much time.)*

RECEPTIONIST: *(Calls the Timber Specialist.) I understand you don't know how many "stores" are in an acre?*

TIMBER SPECIALIST: *Did he call you back?*

RECEPTIONIST: *Yes. He said you were very helpful, but didn't know what a "store" was.*

TIMBER SPECIALIST: *The caller is putting in a pipeline of some sort from Canada to California and wanted to pay the landowners an equitable amount for the wood that would be removed. But, I sure had to admit that I didn't know what a "store" was.*

RECEPTIONIST: *(Tells him the story.) Now, we can just go to the "The Woodsman" and see how big the store is and then we'll know that there are 4 or 5 of his stores in an acre.*

Ahh yes!! Another satisfied Forest Service caller, and a new way to measure timber sales. You just say, "Oh, I have a sale about the size of a 7-11 convenience store or maybe the size of J.C. Penney's, or how about the size of the Mall."

Geri Griffin, Information Receptionist in the Uinta National Forest Supervisor's Office, said, "This was a classic and probably one of my most memorable conversations with the public."

CARPENTER'S ACCOMPLISHMENTS NAILED DOWN

Kirt Carpenter, Utah Projects Manager for the Bureau of Reclamation, was presented a Limited Edition, 100-Year Centennial belt buckle by Bob Joslin, Deputy Regional Forester, on April 9. Carpenter was thanked for his direction over the Central Utah Project (CUP) and assisting the Wasatch-Cache, Uinta and Ashley National Forests in mitigating the environmental impacts of the Project.

The Uinta National Forest has benefited. Through Carpenter's efforts, Strawberry Project and Soldier Creek lands were granted National Forest status through Public Law 100-563 and became a part of the Uinta National Forest on October 31, 1988. He was also instrumental in developing world-class recreational facilities, dwellings, work centers and a warehouse for the Heber Ranger District.

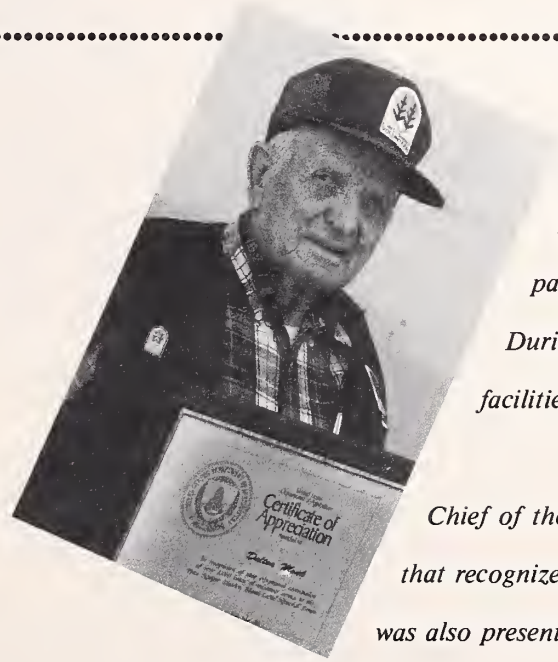
The Wasatch-Cache National Forest has benefited. Carpenter supports the development and stabilization of the Upper Provo lakes and has provided funding for a top-notch job there that will really benefit the public.

The Ashley National Forest has benefited from Carpenter's efforts to fund a boat ramp, VIS Center (combined with a dwelling), and recreational facilities in the Rock Creek Drainage as part of the development of the Upper Stillwater Reservoir. He has also provided funding for a mitigation project at the Lower Stillwater site. The parcel of land to be turned over to the Ashley Forest as specified in the Central Utah Completion Act has Carpenter's support. This action is now being considered by Congress.

Kirt Carpenter holds the belt buckle Deputy Regional Forester Bob Joslin has just presented him for efforts in behalf of the Central Utah Project. (Photo by Gayla Heaton.)

Bob Joslin said the foregoing are only representative of Carpenter's accomplishments that benefit the Forest Service. Actions that would add to this list happen on a daily basis as Carpenter goes about his day-to-day work. "And the Forest Service appreciates you," Joslin said.

Walt Hanks
CUP Liaison Officer



Dalton Monk has been honored for his outstanding contribution of over 2,000 hours of volunteer service to the Price Ranger District on the Manti-La Sal National Forest. He has worked the past 2 summers as a Host in the Old Folks Flat Campground. During the rest of the year, he has worked on sign construction, facilities, maintenance, and many other projects.

Chief of the Forest Service Dale Robertson signed this plaque that recognizes the fine achievements of this employee. Dalton was also presented a Manti-La Sal National Forest belt buckle.

PERSONNEL

Boise, Fishlake, and Uinta Forests Have New Supervisors

Steve Mealey is the new Forest Supervisor of the Boise National Forest.

Stephen P. Mealey steps in behind Dave Rittersbacher as the Supervisor of the Boise National Forest on June 16. Dave retired earlier in the year.

Steve was born, raised and received his early education in western Oregon. He received a Bachelor's Degree in political science from the University of Oregon in 1964 and another in forestry from the University of Idaho in 1973. His Master's Degree in wildlife management came from Montana State University in 1975.

Steve was an intelligence officer in the United States Air Force from 1964 to 1968. After returning from Vietnam, he operated out of Salmon, Idaho, as a hunting and river trip outfitter and guide for 3 years. Beginning in 1975, he conducted grizzly bear research in Montana and then began his Forest Service career as a Wildlife Biologist on the Shoshone National Forest in Cody, Wyoming, in 1977.

In 1980, Steve moved to Fort Collins, Colorado, where he was a Planner on the Arapaho-Roosevelt National Forest. He joined the national Land Management Planning Staff as a Wildlife Biologist later that same year but was still stationed in Fort Collins. He was promoted to Land Management Planning Specialist on the same staff in 1982, returning to the Shoshone National Forest in 1983 as the Forest Supervisor. In June of 1988, Steve was appointed Assistant Chief for Strategic Planning in the Washington Office and in April 1990 became Assistant Director of Wildlife and Fisheries.

Steve is a member of the Wildlife Society, the Society of American Foresters and the Society for Range Management. In 1989, he was chosen as a Distinguished Centennial Alumnus at the University of Idaho College of Forestry, Wildlife and Range Sciences.

Marty and Steve have been married for 27 years and have 3 grown children—a son and two daughters. Steve is proud to be a second-generation Forest Service employee. His father, Robert Mealey, who was Oregon's Tree Farmer of the Year for 1989, retired from the Forest Service in 1973.

Running, hunting and fishing are some of Steve's favorite pastimes.

The new Fishlake National Forest Supervisor is Tobias (Toby) Martinez. Toby went to work for the Forest Service in Region 3 as a summer student on the Tres Piedres Ranger District where he worked for 2 years before receiving a permanent appointment in 1969 on the El Rito Ranger District, both of these early assignments were on the Carson National Forest in New Mexico.

The Intermountain Region welcomes Toby Martinez as the new Fishlake National Forest Supervisor.

After 2 years, he moved to Globe, Arizona, as the Range, Wildlife, Soil and Water Staff there; then it was back to New Mexico in 1974 as Range substaff in the

PERSONNEL

Supervisor's Office of the Santa Fe National Forest. He served 4 years as the Las Vegas District Ranger (New Mexico) beginning in 1976.

As Toby was growing up in Taos, New Mexico, through part of his college years, he worked with his parents on a sheep ranch. His father was a permittee on the Carson National Forest on the Tres Piedres and Penasco Ranger Districts. Later, Toby was the District Ranger on the Penasco for 7 years. Toby feels this background gives him a sensitivity and understanding of forest users.

Toby will leave his position as the Range, Wildlife, Soil and Water Staff on the Gila National Forest and journey to Richfield, Utah, where, on June 16, he will fill the Forest Supervisor position vacated by Kent Taylor's retirement.

Toby's family includes his wife, Kathy; Angela (a Junior) and Anthony (a Freshman) who will stay in Silver City to continue their education at Western New Mexico University; and Daniel who is an eighth grader, plus a sister who lives with them.

Toby anxiously awaits June 16 and the opportunity of working with Region 4 employees and the people in the Richfield area.

"My family and I are very excited about coming to the Provo area and the Uinta National Forest. We have passed through the area several times while on vacation and have stayed overnight in Provo. We remember the spectacular mountain scenery, clean living environment, and Brigham Young University. We are looking forward to knowing the people that live in this beautiful area and becoming a part of the community.

"The Intermountain Region of the Forest Service has a reputation for 'Total Quality Management' and the Uinta National Forest has a record of creativity and innovation, serving as a model organization to others. I'm pleased to be a part of a Region that considers the customer number one and to be able to work with the staff of the Uinta National Forest in continuing to build on a proud tradition."

/s/ Pete Karp

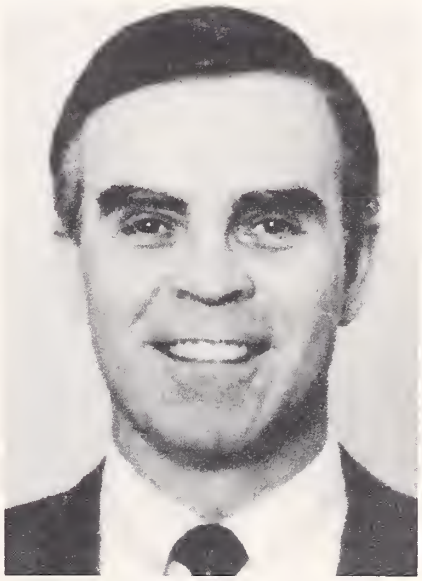
Peter W. Karp will assume his duties as Uinta Forest Supervisor on June 30 in Provo, Utah. Don Nebeker retired from this position earlier in the year.

Pete was born in Lynwood, California, and attended Humboldt State University in Arcata, California. There he graduated Magna Cum Laude in 1976 with a dual degree in wildlife biology and range management. He spent 3 1/2 years in the United States Air Force.

Pete began his federal career in 1976 as a Range Conservationist with the Bureau of Land Management in both Missoula and Billings, Montana. He went to work for the Forest Service in 1977 on the Coronado National Forest headquartered in Tucson, Arizona, first as a Wildlife Biologist and later as the Range, Wildlife and Watershed Staff on the Santa Catalina Ranger District. After almost 4 years as the Espanola District Ranger in New Mexico, he went to the Washington Office in 1988 as a member of the Program Development and Budget Staff.

Sherry, his wife, and Jennifer, their 13-year-old daughter, will also make the move to Utah. Pete's hobbies are hiking, fishing and photography.

Uinta National Forest's new Supervisor— Peter W. Karp.



PERSONNEL

Appreciation

One of our Region 4 partners and an employee of the Uinta National Forest received Volunteer Awards in Washington, DC, on April 25.

Chevron Corporation's award was in the "Sponsored Volunteer Service" category. The Corporation, its employees and their families were honored for their partnership with the Ashley National Forest in designing and building the Yellowpine Nature Trail, a special gift to the American people because it is accessible to citizens of all physical capabilities. There was a story on this project in the April issue of the "Intermountain Reporter."

District Ranger Robert Easton was honored for his outstanding involvement and commitment to the Forest Service Volunteer Program by recruiting over 6,200 volunteers to help with emergency assistance in a wilderness area, trailhead construction, and the development of the Great Western Trail on the Pleasant Grove Ranger District of the Uinta National Forest.

"Volunteers are the heartbeat of the Forest Service. We could not get our work done without them," Dave Unger, Forest Service Associate Deputy Chief for Natural Resources, said as he presented the awards at a ceremony celebrating National Volunteer Week (April 21-27). This was the Agency's second annual volunteer awards program.

In 1990, over 97,000 volunteers contributed 2,083 person-years worth of work valued at $30.2 million to Forest Service programs. This is an all-time high. In the 18 years since the Forest Service volunteer program started, 604,534 volunteers have performed work worth $243.7 million on their National Forests. "This is work that otherwise would have been financed by the taxpayers or would not have been done at all," Unger said.

Volunteers perform a wide variety of work including trail maintenance, tree planting, campground cleanup, greeting visitors and office assistance.

Associate Chief George Leonard presents Glenda Moore, Planning and Budget Staff, Regional Office, one of his 1990 Internal Communication Awards for "The Book" and "Did You Know That..." Four of these awards were made Servicewide.

Awards

REGIONAL OFFICE

Certificate of Merit

DALE TORGERSON and BOB DAVIS, P&B - Were two of the recipients of a Chief's group award to the National NEPA and NFMA training development cadre. The group successfully developed a weeklong course to improve excellence of Forest Plan implementation and compliance with the National Environmental Policy Act throughout the National Forest System. Five Forests in Region 4 will receive the training in F.Y. 1991 and eight more will receive it in 1992.

BOISE NATIONAL FOREST

Cash

NELDA MONTGOMERY, Procurement Assistant, SO - For outstanding initiative and leadership in Region 4 relative to utilizing DG automated systems.

BILLY WREN, Forestry Technician/Law Enforcement Officer, Cascade RD - For unreserved dedication to completing assigned law enforcement responsibilities and exemplifying the highest level of quality service while providing investigative support to the Boise Forest in the Golden Age Mine timber theft case.

MONTY WHITE, Forestry Technician, Mt. Home RD - For special effort and substantial achievement in developing liaison and coordination in cooperative law enforcement activities with the Elmore County Sheriff's Department.

GEORGE STARR, Forestry Technician, Mt. Home RD - Based on his consistent demonstration of safety and leadership, received the 1990 Al Schultz Safety Award which is awarded annually to a District employee.

Length of Service

CHERYL MOLIS, Supervisory Contract Specialist - 20 years.

Quality Step Increase

ROBERT KIPP, Forestry Technician, Mt. Home RD - For an outstanding effort and high quality job in timber scaling and log accountability.

MANTI-LA SAL NATIONAL FOREST

Cash

PETER M. KILBOURNE, Geologist, SO - For taking the extra step in implementing the use of GIS for the Forest's oil and gas environmental impact statement.

PAYETTE NATIONAL FOREST

Cash

HAROLD E. LAIRD, Weiser District Ranger - For maintaining a positive work attitude leading to a safe work environment for the 1990 field season.

JUDY SOMMERFELD, Budget Analyst, SO - For managing the Forest program budget development during the absence of the Forest Analyst.

SALMON NATIONAL FOREST

Cash

ROBERT O. HERMAN, Heavy Manual Equipment Mechanic, SO - For extraordinary effort to improve the image of the Forest Service in the community of Salmon.

VICKI M. WALKER, Civil Engineering Technician, SO - For extraordinary service to internal customers.

JOSEPH D. CARVELHO, Forestry Technician, SO - For managing fire suppression efforts on the North Fork complex fires in a cost efficient and effective manner.

PHILIP E. TAYLOR, Supervisory Forestry Technician, Cobalt RD - For managing fire suppression efforts on the North Fork complex fires in a cost efficient and effective manner.

BEN GARECHANA, Range Conservationist, Salmon RD - For assisting the Forest in preparing range standards and guidelines to be included in grazing permits and future allotment management plans.

SAWTOOTH NATIONAL FOREST

Cash

JAMES W. SIMPSON, Supervisory Civil Engineer, SO - For extra effort in carrying out the Acting Forest Engineer assignment and coordinating the Fiscal Year 1992 out-year program.

LELAND T. KOCMICK, Supervisory Civil Engineer, SO - For extra effort in carrying out the Acting Forest Engineer assignment.

DEANNA L. MENDIOLA, Secretary, SO - For substantially exceeding each performance element during 1990.

BERT F. WEBSTER, Supervisory Range Conservationist, SO - For acting as Staff Officer for land management planning, soils, air, watershed, and NEPA.

JOHN W. LLOYD, Fisheries Biologist, SO - For extra effort in protecting and improving the fishery resource values of the Forest.

KATHERINE BILLINGTON, Realty Specialist, SNRA - For overall superior performance in the private lands program.

CAROL COLE, Interpretive Services Specialist, SNRA - For outstanding management of SNRA Interpretive Service and campground host programs and initiative in efforts such as recycling programs.

TERESA J. HOLLEY, Clerk Typist, SNRA - For outstanding performance in the absence of the Support Services Specialist.

DANNY KING, Forestry Technician, SNRA - In recognition of the long hours of work and continuous effort to keep the Stanley complex operational.

STEVEN E. LIPUS, Forestry Technician, SNRA - In recognition of the personal time and effort devoted to maintaining a quality developed recreation program.

JOE MICZULSKI, Forestry Technician, SNRA - In recognition of efforts in planning and implementing the Mistix program and for efforts directed to the Health and Safety Committee.

MAX E. NORRIS, Forester, SNRA - For demonstrating outstanding ability, skill, and knowledge in processing and administering nonrecreational special uses.

JENNIFER TAYLOR, Wildlife Biologist, SNRA - For extra effort and excellent work during acting assignment as the SNRA Range Conservationist.

DEON E. WELLS, Forester, SNRA - For outstanding administration of the scenic easement and private lands program.

BOB W. GILL, Laborer, and PATRICK SIGGLIN, Engineering Equipment Operator, Ketchum RD - For enthusiasm, positive attitudes, creativity, and sense of team effort toward completing the Stanley Lake Memorial Overlook.

JOHN BORTON, Forestry Technician, Twin Falls RD - For commitment in developing and implementing the ACCESS 90 event for the disabled at Porcupine Campground.

RAYMOND W. NEIWERT, Range Conservationist, Twin Falls RD - For extra effort and professional attitude while implementing improved rangeland and riparian conditions.

HARRY M. STANDING, Civil Engineer, SO - For sustained superior performance in carrying out the duties of the preconstruction position.

BARBARA C. TODD, Public Information Assistant, SO - For providing excellent service to both internal and external customers.

Quality Step Increase

RALPH D. JENKINS, Range Conservationist, Twin Falls RD - For sustained superior performance as Range Conservationist and in mineral management.

ROBERT D. WILDMAN, Civil Engineering Technician, SO - For showing outstanding leadership in Total Quality Management process training and in design team projects.

Group

JOHN ROBATCEK, Supervisory Forester; KENT MCATEE, Supervisory Forestry Technician; DENNIS SCHWARTZ, Supervisory Forestry Technician; and ROBERT F. POWERS, Forestry Technician - For extra effort and performance in carrying out the fire program in the absence of a Forest Fire Management Officer.

KENNETH ASHCOM, TOBY BARKER, RHONDA FINCH, WILLIAM GOEZ, DIANA CHAMBLEE, and GARY SLOMINSKI - For enthusiasm, positive attitudes, creativity, and sense of team effort toward completing the Stanley Lake Memorial Overlook.

TARGHEE NATIONAL FOREST

Cash

DONNA C. WINTERS, Clerk-Typist, SO - For cooperation with the Island Park District in preparing maps for projects in a timely manner.

WASATCH-CACHE NATIONAL FOREST

Cash

RITA K. ANDERSON, Computer Program Analyst, GSC - For performance.

G. MEL BACON, Budget Officer, GSC - For performance.

JAMES H. BRANNAN, Supervisory Contract Specialist, GSC - For performance.

DAVID S. BROWN, Photography Lab, GSC - For suggestion.

WESLEY H. BRYAN, Supervisory Photographer, GSC - For performance.

SHERRIE ANN DRAPER, Photography Lab, GSC - For suggestion.

DARLENE H. EVANS, Computer Program Analyst, GSC - For performance.

JOSEPH A. GALLEGOS, Cartographic Technician, GSC - For performance.

PERSONNEL

JOSE A. GALLEGOS, JR., Supervisory Cartographic Technician, GSC - For performance.
OWEN GRIESEMER, Supervisory Cartographer, GSC - For performance.
BARBARA J. LARSEN, Program Assistant, GSC - For performance.
LINDA K. PEDLER, Cartographic Technician, GSC - For performance.
JAMES W. PETERSON, Cartographic Technician, GSC - For performance.
KERREEN N. VEST, Computer Programmer, GSC - For performance.
TROY R. WARBURTON, Cartographer, GSC - For special act.
MELVIN R. WITHERS, Cartographic Technician, GSC - For performance.
JOHN L. TAYLOR, Cartographer, GSC - For special act.
KERREEN N. VEST, Computer Programmer, GSC - For suggestion.
LELAND D. WHITMILL, Cartographer, GSC - For special act.
HARRY A. BRIGGS, Cartographic Technician - For performance.
VIRGIL D. NAY, SCSEP, GSC - For special act.
RICHARD KLINE, Public Affairs Specialist, SO - For special act.

Quality Step Increase
CONNIE D. MOTT, Voucher Examiner, GSC.
MELISSA BLACKWELL, Forester (Admin.).

Roll Call

REGIONAL OFFICE
Promotions
LAURIE SPEASE, from Computer Assistant, TM, to Supervisory Office Manager Assistant, TM
DICK OTTESEN, Supervisory Accountant and Field Services Sectionhead, F&PS, to Budget Officer, P&B
RENE RENTERIA, Civil Engineer, Willamette NF, R-6, to Civil Engineer, E
LARRY DURK, Equipment Specialist, Umpqua NF, R-6, to Equipment Specialist, E

Promotion in Place
LORRIE WIGGINS, Printing Specialist, Public Affairs Office

Reassignment
FRANK GUNNELL, Malad District Ranger, Caribou NF, to Interdisciplinary, R&W

ASHLEY NATIONAL FOREST

BOISE NATIONAL FOREST
Appointment
AUDREY KARPE, Forestry Technician, Emmett RD

Promotions
NEIL MCCUSKER, Forestry Technician, Umatilla NF, to Forester, Idaho City RD
CYNTHIA TENCICK, Forester, Arapaho-Roosevelt NF, to Supervisory Forester, Cascade RD
GERALD FIRTH, Engineering Equipment Operator, Siskiyou NF, to Engineering Equipment Operator Foreman, Boise Road Crew

Reassignment
DOROTHY WILSON, Forestry Aid, Emmett RD, to Information Receptionist, Emmett RD

Retirement
JAMES SHERRILL, Engineering Equipment Operator Leader, Boise Road Crew

BRIDGER-TETON NATIONAL FOREST

CARIBOU NATIONAL FOREST

CHALLIS NATIONAL FOREST
Resignation
SHIRLEY J. LAROY, Information Receptionist, SO

DIXIE NATIONAL FOREST

FISHLAKE NATIONAL FOREST

HUMBOLDT NATIONAL FOREST

MANTI-LA SAL NATIONAL FOREST
Promotion
MARY KELLY, Information Receptionist, Ferron RD, to Mail and File Clerk, SO

Reassignments
TED V. FITZGERALD, Civil Engineer, SO, to Forest Engineer, Fishlake NF
ANA E. EGNEW, Wildlife Biologist, Ferron RD, to Wildlife Biologist, Monticello RD
JAMES D. EGNEW, Geologist, SO, to Geologist, Monticello RD

Transfers Out
BECKY HAMMOND, Geologist, Price RD, to BLM Arizona Strip Office in St. George, Utah
GINA PACK, Hydrologist, SO, to BLM Geologist in Cedar City

PAYETTE NATIONAL FOREST
Appointments
THOMAS GREEN, Forestry Technician, Council RD
TIMOTHY CAHILL, Forestry Technician, Council RD
KIMBERLY SLYTER, Coop Ed, Student Trainee (Forestry), Weiser RD
BECKY MCDONNELL, Clerk Typist, Krassel RD

Promotions
STEVEN UPTEGROVE, Forestry Technician, Deschutes NF, to Supervisory Forestry Technician, Krassel RD
CAROLYN MCCALL, Clerk Typist, Krassel RD, to Information Assistant, Stanislaus NF
JEANNE FELMY, Forestry Technician, Weiser RD, to Visual Information Specialist, RO

Promotion in Place
JENNIFER BLAKE, Forestry Technician, Krassel RD

Reassignment
PETE JOHNSTON, Forester, Tongass NF, Alaska, to Council District Ranger

Retirement
BILL WILLIAMS, Air Operations Officer, SO

SALMON NATIONAL FOREST
Promotion in Place
NANCY A. ROCHON, Lead Forestry Technician, North Fork RD

Reassignment
JANICE E. PHILLIPS, Accounting Technician, SO, to Business Management Assistant, Leadore RD

SAWTOOTH NATIONAL FOREST
Appointments
SHERYL OLSON, Support Services Clerk, Fairfield RD
ANNETTE DOLDE, Supervisory Forestry Technician (Assistant Hotshot Superintendent), Twin Falls RD
WILLIAM WHITAKER II, Range Technician, Ketchum RD

Promotions
JAMES A. DAVIS, Forester, Waldport RD, Siuslaw NF, to Forester, Sawtooth NRA
CLYDE LAY, Supervisory Civil Engineer, Fishlake NF, to Supervisory Civil Engineer, SO
RANDAL RICHTER, Forestry Technician, Skykomish RD, Mt. Baker-Snoqualmie NF, to Forestry Technician, SO
LARRY RANDALL, Forestry Technician, to Forester, Burley RD
DANNY KING, Forestry Technician, to Maintenance Mechanic, Sawtooth NRA
ROMA NELSON, Information Receptionist, to Information Assistant, Sawtooth NRA
ROSEMARY SMITH, Administrative Officer, Sawtooth NRA, to Administrative Officer, White River RD, Mt. Baker-Snoqualmie NF

Promotions in Place
ROBERT D. WILDMAN, Civil Engineering Technician, SO
DENISE JACKSON, Landscape Architect, Sawtooth NRA
JULIE THOMAS, Resource Clerk, Twin Falls RD
CATHERINE MILLER, Support Services Specialist, Fairfield RD
JERRY GIBBONS, Budget and Accounting Officer, SO

Reassignments
JOHN HEPWORTH, Forestry Technician, to Facilities Manager, Sawtooth NRA
ANDY LANG, Supervisory Forestry Technician, New Meadows RD, to Supervisory Forestry Technician (Hotshot Superintendent), Twin Falls RD
WALTER MCCLURE, Fisheries Biologist, Payette NF, to Fisheries Biologist, Sawtooth NRA
GARY KETCHESON, Hydrologist, SO, to Hydrologist, Mt. Baker-Snoqualmie NF

Resignation
RACHEL COYLE, Computer Programmer Analyst, SO

TARGHEE NATIONAL FOREST
Appointment
THOMAS GELATT, Wildlife Biologist, Ashton RD

Promotions
MARTHA E. MERRILL-EXTON, Forester, Ashton RD, to Natural Resource Specialist, Ashton RD
CORNELIA A. HURST, Clerk-Typist, Dubois RD, to Information Receptionist, Dubois RD
DEBRA M. BUSTER, Personnel Clerk, SO, to Personnel Assistant, SO
JACQUELINE HILL, Personnel Clerk, SO, to Civilian Payroll Technician, SO

Promotions in Place
JERI A. TAVENNER, Support Services Supervisor, Dubois RD
LOUISE ENGET, Support Services Supervisor, Island Park RD
LOIS T. ANDERSEN, Support Services Specialist, Palisades RD
SHANA G. MILLER, Support Services Specialist, Teton Basin RD
DONNA C. WINTERS, Clerk-Typist, SO
DELVA T. JONES, Resource Clerk, Dubois RD
CHERYL F. PROBERT, Range Conservationist, Dubois RD
MARVA L. MURDOCH, Support Services Supervisor, Ashton RD
MAUREEN J. MCBRIEN, Supervisory Land Use Planning Specialist, SO
LOU WOLTERING, Ashton District Ranger

Reassignment
RONALD DICKEMORE, Forester (Adm.), Palisades RD, to Supervisory Forester (Adm.), Palisades RD

Transfer In
RAYMOND DAVIS, Public Affairs Specialist, Bureau of Land Management, to Public Affairs Specialist, SO

TOIYABE NATIONAL FOREST

UINTA NATIONAL FOREST
Promotion
ROBERT RIDDLE, Kemmerer District Ranger, Bridger-Teton NF, to Forester (Admin.), Heber RD

WASATCH-CACHE NATIONAL FOREST
Appointments
NANCY KREBS, Information Assistant, Salt Lake RD
LORI G. HADLOCK, Clerk Typist, Mountain View RD

Promotions
JOANNE KOFFORD, Accounting Technician, SO, to Budget and Accounting Analyst, GSC
L. J. WESTERN, Payroll Clerk Typing, Salt Lake RD, to Information Assistant, Fire Center
LARRY LUCAS, Forester, Apache-Sitgreaves NF, R-3, to Interdisciplinary, SO

Promotions in Place
RITA S. NEWELL, Supply Clerk, GSC
IVY A. CARNELL, Computer Assistant, GSC

Reassignments
NELDA R. MONTGOMERY, Procurement Assistant, Boise NF, to Procurement Assistant, GSC
JODI BAILEY, Accountant, Regional Office, to Accountant, SO
MELANIE WHITESIDES, Payroll Clerk, GSC, to Personnel Clerk, SO/GSC
MARYLEA NIELSEN, Resource Clerk, SO, to Budget Analyst, SO
JOHN GEORGIO, Engineering Equipment Operator Foreman, SO, to Motor Vehicle Operator, Helena NF
JANET HIATT, Personnel Clerk, SO, to Resource Clerk, SO

Transfer In
BRENT L. BAILEY, Time and Leave Clerk, IRS, to Personnel Clerk, SO

FOR YOUR INFORMATION: R. Duane Lloyd, Deputy Director of the Intermountain Station, retired on May 17.

HISTORY

UNITED STATES DEPARTMENT OF AGRICULTURE
FOREST SERVICE
FEDERAL OFFICE BUILDING
324 25TH STREET
OGDEN, UTAH 84401

THIRD-CLASS BULK RATE MAIL
Postage and Fees Paid
USDA FOREST SERVICE
Permit No. G-40

TO:

History of the Intermountain Reporter

The "Reporter" began as a single-sheet mimeographed bulletin on Regional Office happenings. Today it's a magazine-style monthly newsletter that tells about people in the Region and what they are doing to promote and conserve the Nation's natural resource heritage. Districts and Forests contribute much of that material that is used.

Helen Payne is the first recorded editor of this publication. When she transferred from the Salmon National Forest to the Regional Office Range Management staff in 1934, she was editor of the "Daily News," a forerunner to the "Intermountain Reporter." Helen said that she was not the first editor because Range Management had been publishing the "Daily News" long before she arrived on the job. When Helen transferred to Information and Education in 1946, she took the responsibility for the "Daily News" with her, a task she kept until she transferred to the Washington Office in 1956.

Just before she left, about 1955, the newsletter was renamed "Intermountain News" and expanded to include Forest news—but it was still mimeographed. Evolution soon brought offset printing and the name "Intermountain Reporter."

Virginia Benson, Women's Groups Coordinator in the Regional Information and Education Office, was the editor in the 1950's. During Helen and Virginia's regime, the Regional Office was housed in the Forest Service building on 25th and Adams.

Bonnie Eldredge joined the Information and Education Staff in 1960 as the Information Receptionist. In addition to passing out maps and brochures to the public, she helped with the "Reporter," gradually assuming more writing and editorial responsibilites, with Virginia in a support role. About the time that the Regional Office moved to the new Federal Building in 1966, Bonnie officially became the Editor for this publication.

The "Reporter" had always been policy oriented, relying on spontaneous contributions, but a major change of focus came in 1980 through two separate influences—a research report on internal communications by Louise Kingsbury, who is now a technical writer for the Intermountain Station, and Regional Forester Jeff Sirmon's desire to make the newsletter people oriented. Jeff felt that it should be for the employees rather than a mouthpiece for Regional administrators.

Bonnie and Louise collaborated on changes in content and design, with Susan McDaniel in Engineering creating the "new look."

The history of the "Reporter" would not be complete without recognition of Susan's efforts. She is the only graphics and layout designer to work on the "Reporter." For approximately 10 years, she has made this publication an eye catcher and interest grabber. Colleen Anderson, the current editor, said that Susan adds the "visual glitz."

Colleen has been asked if the "Reporter" is in the throes of another transition because of recent departures from the more traditional mode—the special editions, such as the one on mobility, and the article reflecting TQM's effect on Jim Nelson. Her answer is, "As needs change, so will the 'Reporter' but the people emphasis will remain a constant. The 'Reporter' of today strives for a balance in subject matter told from a human interest perspective that will attract all levels of our workforce."

The "Reporter" recently received the Associate Chief's Award for Outstanding Internal Communication for 1990. The award was for communicating information about the management, policies, philosophies, mission and goals of the Forest Service. That, too, will continue to be a charge for the material printed in the "Reporter."

This Regional Newsletter has had a long and impressive history but its growth and maturity continue. Your input—in the form of suggestions or proposed articles—are key. To help meet your communication needs through this publication, the editor must know what those needs are.

At some future time, this history of the "Reporter" will likely be resurrected and amended to reflect further changes—changes that will continue to make this internal newsletter even better and a source of pride for the employees of the Intermountain Region.